

ANNUAL WORK PLAN 1989



*The President's Committee
on Employment
of People with Disabilities*

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RESIDENT'S COMMITTEE ON EMPLOYMENT OF PEOPLE WITH DISABILITIES

ANNUAL WORK PLAN FOR 1989

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ANNUAL WORK PLAN FOR 1989

I. INTRODUCTION

In our "Introduction" to last year's "Annual Work Plan", we expressed pleasure with the many new developments taking place at the President's Committee. We looked forward, with great anticipation, to a year influenced by a new mission and goals statement as well as a reorganized Committee and staff.

As we poise ourselves to begin another year, we find ourselves beginning this fiscal year with an even greater sense of anticipation. With the maturing of our reorganization and a better focus on our mission, three additional developments materialized last year that further heighten our expectations for the President's Committee on Employment of People with Disabilities.

The first is a new Presidential Executive Order that was signed on May 12, 1988 (Appendix "A"). With this new Executive Order came a new name for The President's Committee and a dramatic new responsibility for us to report annually to the President of the United States our recommendations for improvements in this Nation's efforts to advance employment opportunities for people with disabilities.

The second milestone or positive change we experienced was the development of a "Memorandum of Understanding" with the National Council on the Handicapped (Appendix "B"). This document more formally establishes the cooperation between our two agencies. It is one more indication of our responsiveness to Section 902(a) of the "Rehabilitation Act Amendments of 1986" which calls for the President's Committee on Employment of People with Disabilities "to be guided by the general policies of the National Council on the Handicapped".

The third major development which continues our strengthening is the adoption by our Executive Committee of a "Five Year Work Plan" (Appendix "C"). The purpose of the "Five Year Work Plan" is to provide this agency with a long range strategic planning tool. Our "Five Year Work Plan" will guide our "Annual Work Plan" beginning in FY 1990 and beyond.

So positive change continues to be the hallmark of our progress. The benefits we've both accrued and expect to accrue as a consequence of these improvements are to the credit of our members, supporters and staff. To all three, we express our deepest gratitude and commitment.

II.

THE PLAN

As we developed this Plan, the President's Committee studied the many reports regarding the future of work and related labor demand and supply trends. The most important consideration is that this "Plan" focuses on the already increasing demand for new workers while traditional labor supplies continue to shrink. This phenomenon is producing a "window of opportunity" for nontraditional or underutilized labor sources. Since people with disabilities are on the list of underutilized labor pools, great opportunity exists as a result of these trends.

Unfortunately, this "window of opportunity" isn't expected to stay open indefinitely. Swift and sure action is needed to establish the potential of people with disabilities to help satisfy the ever increasing labor demands of business and government for qualified workers. At the same time, our education and training institutions must be gearing up to provide people with disabilities the employment related training they'll need in order to be "qualified" for these new jobs and careers.

Based on these findings and predictions, the Committee is committing itself to a large number of projects designed to both increase the quality and quantity of employment preparation programs for people with disabilities; and, to encourage through educational activities the realization among all concerned that the time may never be better to make progress in this area of great human concern.

In addition, over the next several months the public debate on the civil rights issues facing people with disabilities will intensify as the Congress of the United States considers various pieces of legislation designed to guarantee these rights. With our "Annual Work Plan", the President's Committee wants to both support and contribute to the progress that this debate will no doubt make possible. Our role should be to focus on the issues facing people with disabilities in employment and to share this information with all concerned.

During this fiscal year, the President's Committee on Employment of People with Disabilities is determined to both capitalize on the opportunities presented by the "window of opportunity" created by current labor trends; and, to support a positive outcome to the debate on the civil rights issues facing people with disabilities. We will serve these objectives through the projects that follow as well as by any other means available to this Committee.

The remainder of this section briefly describes the major activities of the President's Committee for fiscal year 1989, beginning October 1, 1988 through September 30, 1989. These projects were developed under the leadership of our Executive Committee and the individual and organizational members of the President's Committee. Of course, as the year unfolds, additional activities may be added or modified, as events dictate.

In the implementation of our projects we strive to work with other organizations interested in the employment of people with disabilities. All the projects contained in this "Annual Work Plan" are designed to either complement or support the efforts of such groups as vocational rehabilitation, rehabilitation facilities, education and training, including supported employment, projects with industries, "Job Training Partnership Act" programs and more.

Every project we propose in this "Work Plan" for completion during the 1989 Fiscal Year is designed to materially advance the mission and goals of the President's Committee. Section III of this report identifies which goals statement each project is designed to support.

Section IV of this "Fiscal Year's Work Plan for 1989" offers a brief synopsis listing our eight standing committees, their mission statements and their individual projects. The membership listings for both our Executive Committee and all eight standing committees appear in Appendix "D".

1.) Carl D. Perkins Vocational Education Act (Congressional Testimony)

During the last fiscal year, the Committee held a hearing on the "Carl D. Perkins Vocational Education Act" to identify issues relating to access of individuals with disabilities to vocational education programs. Based on the hearing and other research a Position Paper was developed and adopted. Both the background information and Position Paper were published in a President's Committee publication entitled "Special Report: An Examination of the Impact of the Carl Perkins Vocational Education Act of 1984 on our Citizens with Disabilities". During this fiscal year, this report and position statement will be utilized for testimony at upcoming Congressional reauthorization hearings. Hearings are tentatively scheduled for March of 1989.

2.) JTPA (Participation Data)

During this fiscal year, the President's Committee, in cooperation with the U. S. Department of Labor and the National Association of Private Industry Councils, will produce an annual review of the participation rates of both youth and adults with disabilities in the "Job Training Partnership Act". Titles II-A, II-B and III will be reviewed. We will also examine special projects being conducted in the States. This is the fifth year we've reviewed and published these data.

3.) Data on Employment Related Education and Training Programs (Research Project)

This is a two year project. During FY '88, research was conducted and data tables prepared from 1980 to present which illustrate enrollment or participation rate of persons with disabilities in various education and training systems. An abstract is being prepared for each data table describing the source of the data, definition of "disability" used, date of collection and any additional and appropriate information. During this fiscal year, the data tables and abstracts will be compiled into a Factbook and published. This Factbook will also include a section recommending data that needs to be developed in order to have a more comprehensive profile of the employment preparation opportunities available to people with disabilities.

4.) Unserved and/or Underserved Disability Groups (Policy Study)

Recently, in conjunction with the Arkansas Research and Training Center, the President's Committee began a five-year project to examine work preparation and employment issues relating to unserved and/or underserved disability groups. The end product of this research will be the development of the National Employment Preparation agenda. Last year, groups were identified to participate in the study, the survey form distributed and data collected. During this fiscal year, the data will be analyzed and a draft report on "concerns" will be prepared. This report will be evaluated during a Forum at the 1989 Annual Meeting of the President's Committee at which time specific strategies designed to address these issues will be discussed.

5.) Supported Employment (Information Dissemination)

Last year, the President's Committee undertook a several year project to develop an action plan to foster and expand "Supported Employment" initiatives throughout the country. A Fact Sheet on Supported Employment was published and a Forum on Supported Employment was held. During this fiscal year, the Forum's recommendations will be analyzed and published. Also a determination of the need for regional utilization forums will be made and, if needed, a plan to carry them out will be developed.

6.) World of Work (Career Planning Instructional Kit)

Last year, the President's Committee evaluated our "World of Work" kit to determine both if it still meets the needs of youth with disabilities; and, if it could be adapted to meet the needs of adults with disabilities. The result of our review was that a new kit is needed. The recommendation offered by our review team was for the development of a new "World of Work" packet to be used by service providers, adults and youth with disabilities. Thus, a new multi-year project was initiated. During this fiscal year, the Committee will draft both the purpose and function sections of the new package. Further, a review of existing resources will be done and an outline for each of the packet's components will be drafted.

7.) Publications on Employment Preparation (New Materials)

This is a three year project. Last year, a review and evaluation of all President's Committee materials related to employment preparation of people with disabilities was completed and recommendations made on which should be discontinued and which should be kept and/or updated. During this fiscal year, those President's Committee publications on employment preparation that need to be updated will be edited. In addition, new publications which need to be developed will be determined. Further, the Committee will develop a dissemination and marketing plan for this category of President's Committee publications.

8.) Youth/Pathways (Local Meetings)

Our "Pathways to Employment" meeting series provides state and local groups with a meeting model designed to assist a community in the development of its employment related programming for youth with disabilities. To date, 42 local meetings have been held in all parts of the country over the last seven years. During this fiscal year, we will conduct three more "Pathways to Employment" meetings. They will be held in Connecticut and Maryland.

9.) Adult Pathways (National Meeting Model)

Last year, the President's Committee studied the youth "Pathways Employment" meeting model to see if it could be adapted for use with adult populations. The study was completed and a redesign strategy developed. During this fiscal year, the "Adult Pathways" model will be redesigned to serve adults with disabilities and the first National "Adult Pathways" meeting will be held in conjunction with our Annual Meeting. Subsequent to the national meeting, (FY '90) report describing "how to" conduct this version of our "Pathways Employment" meeting model at the local level will be published.

10.) Professional Development (Research)

During this fiscal year, a multidisciplinary literature review of the employment of persons with disabilities will be conducted. The following perspectives will be included. These are: (1) perspective of the profession of Rehabilitation Counseling; (2) perspective of Vocational Education; (3) perspective of Special Education. Based on this review, issues and concerns regarding professional personnel development and training will be identified for possible future projects.

11.) High School/High Tech (Two Demonstration Projects)

Our High School/High Tech program is a model activity, supported by the Xerox Foundation, designed to provide high school students who are physically disabled with an enrichment program about careers in the sciences and other technology related occupations. Last year two, two-year long demonstration projects were begun. During this fiscal year, the second year for each local High School/High Tech demonstration program will be conducted. They are taking place in California and Maryland.

12.) "Job Accommodation Network" (JAN)

During this fiscal year, the President's committee will continue its relationship of providing technical support to the "Job Accommodation Network" (JAN). In addition, we will continue to provide support to the effort spearheaded by JANA (the Job Accommodation Network of America) designed to transfer the JAN service to private sector support.

13.) "How To" Manual for Small Employers (A Publication)

During the last fiscal year, we researched, identified, and categorized existing information on model employer programs. The information gathered will be used to produce, during this fiscal year, a booklet for use by small employers setting forth a concise "how to" implement an in-house program to hire, promote, and retain qualified employees with disabilities.

14.) Communication Initiatives (Information Dissemination)

Last year the President's Committee gathered both information on successful employer programs in an effort to develop a resource depository. During this fiscal year, additional materials will be gathered for this resource center. A reporting system will also be instituted which will afford our members a mechanism to report to the President's Committee all speaking engagements done throughout the year.

15.) Cooperative Effort with State Committees

Our Employer Committee, in concert with our State Relations Committee, will develop a joint project which will result in the identification of state specific employer concerns, development of strategies to address these concerns, and specific steps to implement these strategies. This information will assist State Committees in their efforts with local employers.

16.) Trade and Professional Organizations

Last year, efforts were initiated to identify trade associations and professional organizations representing growth industries. During this fiscal year, a strategy designed to establish contact with these groups will be devised, including the publishing of relevant articles in trade publications, as well as the creation of pilot projects.

17.) Employment Policy (A National Conference)

Preparing for employment and employing people with disabilities raises a number of policy issues and needs. In order to better define and prioritize these issues and in an attempt to begin to develop a national agenda on these issues, the President's Committee will, this fiscal year, take the lead in sponsoring a high level national employment policy seminar designed to involve key leaders from business, organized labor, government, education and people with disabilities, in a study of this subject. This national conference is being hosted by Stanford University and co-sponsored by the National Council on the Handicapped and the California Governor's Committee. A monograph will be published and widely circulated. The dates for the meeting are December 15 & 16, 1988.

18.) Communication with Labor Press (News Features)

The President's Committee will write and disseminate news releases to the labor press and other news outlets on subjects related to employment of people with disabilities. Stories will feature exemplary activities; programs or projects of labor unions in retaining or retraining workers with disabilities; and, information on disability rights and other subjects. At least four releases will be written during this fiscal year.

19.) Labor-Management Cooperation in Employment of People With Disabilities

Last year, the President's Committee produced a document which addresses joint labor-management cooperation in hiring and retaining workers with disabilities. During this fiscal year, the document will be widely disseminated to the International Presidents of all international unions, large and small employers, State Committees, members of the President's Committee, disability advocates, national policy makers, labor publications, news media covering disabilities and other audiences.

20.) Rehabilitation Programs and Unions (State Meetings)

During this fiscal year, a task force comprised of members of the Labor Committee, State Relations Committee, the Human Resources Development Institute of the AFL-CIO, IAM CARES of the International Association of Machinists and Aerospace Workers and others will review a model established in Maryland for Labor-Employer Rehabilitation Meetings. They will adapt the model for replication at the state and local level.

**21.) Retaining, Retraining, Returning Workers with Disabilities
(A Symposium)**

In fiscal year 1989, the President's Committee will join with the Human Resources Development Institute of the AFL-CIO, IAM CARES of the International Association of Machinists and Aerospace Workers, the U. S. Department of Labor, the Industrial Division of the National Safety Council and others to plan a symposium on "Retaining, Retraining, Returning Workers With Disabilities" to gainful employment.

22.) Disabled Dislocated Workers

During this fiscal year, the President's Committee will work with the Human Resources Development Institute of the AFL-CIO, IAM CARES of the International Association of Machinists and Aerospace Workers, Projects With Industry of the U. S. Department of Education, and the U. S. Department of Labor to obtain data on the number of dislocated workers who are disabled.

23.) Award Program for Exemplary Union Activities

During this fiscal year, criteria will be developed for a President's Committee's award program implemented for unions who have successfully advocated for, carried out activities and implemented projects for workers with disabilities. We will work through all international unions, Governors' Committees, employers, members of the President's Committee, and disability groups to encourage nominations. News releases documenting successful programs will be prepared and distributed to the labor press and daily news media.

24.) Letter to Union Presidents

In order to reinforce cooperation and support by organized labor of efforts to encourage employment, retaining and retraining workers with disabilities, during this fiscal year the President's Committee and AFL-CIO will write to the Presidents of all 88 international unions to both report and suggest activities to them. The letter will emphasize the importance of organized labor's involvement in the employment issues facing people with disabilities.

25.) Increased Organized Labor's Involvement

In fiscal year 1988, the President's Committee surveyed the State Committees and determined which ones wanted participation from organized labor. During this fiscal year, we will work one-on-one with those states which requested labor participation to arrange for it.

26.) Technology in the Insurance Industry

The insurance industry is increasing its number of new hires. During this fiscal year, suitable informational material will be developed on accommodating workers with disabilities in the insurance industry. Employers from the industry will be targeted for this information on how technology can help them hire and advance people with disabilities.

27.) Worksite Modification (A/V Presentation)

Last year, a draft slide/tape program was produced on technology and accommodation. During this fiscal year, a script of a video will be developed using the case history approach.

28.) Worksite Modification (Package Panel)

The President's Committee will continue to present package panels on job accommodation and people with disabilities to existing programs such as "The World Productivity Conference", "The International Industry Engineering Conference", and "The American Occupational Therapy Association".

29.) Worksite Modification (Articles)

The purpose of these stories will be both to inform the reader on various and innovative aspects of rehabilitation and environmental technology and to persuade them of its value and importance. During this fiscal year, the President's Committee will write articles on worksite modification for magazines in the rehabilitation engineering field, the disability press, general trade publications and employer press. Examples of possible publications to be presented include "Worklife" Magazine, "The Encyclopedia of Architecture", and "Journal of Rehabilitation".

30.) Support of Network of State Committees in Developing Technology Related Programs

In order to support the "Technology-Related Assistance for Individuals With Disabilities Act of 1988" and to assist states in their knowledge of the newest trends and activities in technology, the President's Committee will prepare targeted mailings towards State Committees on technology-related subjects.

31.) State Survey

Last year, each State Governor's Committee completed survey forms for their organization. These surveys have been computerized and a profile for each State Committee has been sent to them. Profiles will be updated annually. During this fiscal year, an analysis of the data collected will be undertaken.

32.) Electronic Mail

Last year 25 states participated in an assessment of the Electronic Mail system to determine if it met the States' needs. During this fiscal year, the Committee will work toward expanding the computerized electronic mail system to every State. In addition, we will offer usage of our system to other disability related organizations.

33.) State Committees' Relationships

During the last fiscal year, a policy was developed and approved for the President's Committee to use in helping to strengthen State Committees. Further, all Governors were made members of the President's Committee. During this fiscal year, the President's Committee will continue to expand its support of State Committees.

34.) Orientation Package for New State Chairs and Directors (A Training Program)

Last year, the Committee undertook the development of an orientation package for new Chairs and Executive Directors. The orientation outline for the package has been completed and approved. The package is in the process of being written. During this fiscal year, the package will be completed and distributed. An investigation will begin into the development of audio-visual materials to augment the written material.

35.) Local Committees

During this fiscal year, the Committee will develop a manual on "to" develop and maintain local committees, for use by state and local committees.

36.) Promotion of Non-competitive Hiring Authorities

The President's Committee believes that the establishment of non-competitive hiring programs for disabled veterans and people with disabilities at state, county and municipal levels of government is an excellent method to enhance their employment opportunities. During this fiscal year, the Committee will continue to investigate innovative examples on non-competitive hiring programs. A Task Force on this subject will both document and encourage this special hiring approach throughout the country.

37.) Federal Contract Job Listing Program

The President's Committee will sponsor a Forum to review the operation of the Federal Contract Job Listing Program. The Department of Labor and private sector employers will be invited to make presentations to the Committee. The Committee will emphasize the reporting, monitoring and compliance activities with an objective of judging the effectiveness of the new VETS 100 report form. The Committee will develop a report of findings and recommendations based on this process.

38.) Disabled Veteran Drug and Alcohol Abuse as it Relates to Employment

During this fiscal year, the President's Committee will sponsor a Forum exploring the degree of substance abuse among disabled veterans and how it impedes the employment of disabled veterans. The U. S. Department of Labor, the U.S. Department of Health and Human Services, the new U. S. Department of Veterans Affairs and other Federal Agencies will be invited to make presentations. The Committee will strive to produce a brochure on the subject of substance abuse and employment.

39.) Pre-separation Counseling

During this fiscal year, the Committee will continue with its efforts to improve the employment counseling given by the Department of Defense to military service personnel about to be discharged as disabled veterans. The Committee will have the following specific objectives: 1.) to provide a set of recommendations on "how to" modify the Department of Defense's regulations governing the Physical Evaluation Boards to improve counseling; 2.) to expand the services offered by the Physical Evaluation Board Liaison Officers (PEBLO) to include linkages with the Department of Veterans Affairs and United States Employment Service; and 3.) to develop a proposed curriculum for the National Veterans Training Institute classes given to PEBLOs.

40.) Meetings with Federal Agencies

During this fiscal year, as a new Administration comes to Washington, D.C., the President's Committee leadership will meet with the new heads of selected Federal agencies during the Spring and Summer of 1989. The purpose of these meetings will be to remind the new officials of their responsibility toward both disabled veterans and other people with disabilities.

41.) Small Business Administration Training

During this fiscal year, the Committee has agreed to work with the Office of Veterans Affairs of the Small Business Administration to locate an appropriate organization to conduct an entrepreneurial training program for disabled veterans.

42.) Task Force on Women with Disabilities

The average income for women with disabilities was \$3,500 in 1980, compared to \$7,000 for nondisabled women. While women represent a majority (51%) of all persons in the working age population, according to the 1982 Census, only 29% of all females with disabilities work versus 70% of nondisabled women. As a result of these issues, a Task Force on Women with Disabilities has been formed to develop strategies that the President's Committee can adopt to address these inequities. During this fiscal year, the major thrust of the Task Force will be to co-sponsor a national conference on women with disabilities. The results of this national conference will be the identification of the primary areas of concern along with recommended solutions for the eradication of these inequities.

43.) Social Security Task Force

In response to the Social Security Administration's Disability Advisory Council's report, the President's Committee has established a Social Security Task Force. The purpose of this Task Force is to work with the Social Security Administration (SSA) to develop strategies which will result in the identification of tasks the President's Committee can undertake which will effectuate a higher number of recipients seeking employment. During this fiscal year the Task Force will concentrate on ways to help: a.) make employers more aware of existing work incentives; b.) make recipients and beneficiaries of both SSA programs more aware of existing work incentives; and, c.) facilitate more employment opportunities through the co-sponsorship of activities.

44.) AIDS in the Workplace

During this fiscal year, in cooperation with the State Committees in five states, the President's Committee and the U. S. Equal Employment Opportunity Commission plans to conduct one-day "AIDS in the Workplace" conferences in Chicago, Honolulu, Houston, Los Angeles and New York. The conferences are aimed at encouraging employers to adopt practices and procedures for dealing with applicants and employees who are HIV positive and to develop appropriate educational programs for co-workers. The conferences are tentatively scheduled to start in January '89 and continue through the Spring.

45.) Conference on People with Learning Disabilities

During this fiscal year, a national conference will be developed to determine the best strategies for maximizing employment of people with learning disabilities. The conference, based on a "Pathways to Employment" model, will include experts involved in employment of people with learning disabilities from the fields of rehabilitation, education, advocacy, and business.

46.) Task Force on Literacy

Increasing literacy among employment-aged people with disabilities is an important mission. An Executive Committee Task Force on Literacy will make efforts to impact on national policy on literacy to assure inclusion of people with disabilities. This will be done through liaison with other organizations, programs at our Annual Meeting, and recommendations to Congress and the Executive Branch.

17.) Annual Meeting (A National Conference on Employment)

During this fiscal year, the President's Committee will conduct its Annual Meeting in Tampa, Florida. Over 15,000 invitations will be sent to employers, professionals, parents and people with disabilities. The dates are May 10-12, 1989.

18.) Federal Employment Seminar)

In cooperation with seven other Federal agencies the President's Committee will help produce the seventh special seminar for Federal Selective Placement Coordinators, Handicapped Program Managers and others on January 11-13, 1989 in Bethesda, Maryland. This three-day conference affords unique opportunities to expand the knowledge and skills of participants by providing new and timely information on innovative programs; current legal decisions; and special program initiatives such as those dealing with AIDS and drug and alcohol abuse in the workplace.

19.) Minority Conferences

During this fiscal year, the President's Committee and Howard University will conduct, in concert with other organizations, regional conferences in Denver, New Orleans, Tampa and Los Angeles on the employment needs of minorities with disabilities.

20.) Insurance Concerns

During the fiscal year, the Insurance Task Force will examine or develop alternative strategies to improve access to health care coverage by persons with disabilities in an effort to expand employment opportunities. A report will be written documenting the strategies and sharing them with consumers, insurance groups and others.

51.) Medical Issues

During the fiscal year, the Medical Task Force will design and test a program leading to nationalization of medical standards based upon those adopted by the County of San Bernadino, California. A medical standard is a statement about a medical condition or disorder and standards have been used as screening devices, so that any variant from the so called "normal" would lead to rejection for employment. Today's standards are different, being used as positive tools to bring applicants appropriately into jobs. The project details the development of a unique method of conducting job-related medical examinations. It is anticipated that the implementation of job related medical programs will have a significant impact on costs related to employees' health and safety.

52.) Health Programs

During this fiscal year, the Health Task Force will publish a study of corporate sponsored rehabilitation programs.

III. MISSIONS, GOALS AND OBJECTIVES

A few years ago, the President's Committee on Employment of People with Disabilities adopted a new mission, goals and objectives statement. In an effort to document how our planned activities respond to this statement of purpose, we've listed each project number and title from Section II below under the appropriate "program objective". Some projects are listed more than once because they respond directly to two or more program objectives.

MISSION

The mission of the President's Committee is to provide leadership to achieve maximum employment of people with disabilities. This is done by seeking, developing, and providing information and the training necessary to increase levels and quality of employment.

GOAL 1

To establish the President's Committee as the Nation's leader in study, development, and implementation of employment policies and programs serving the needs of people with disabilities.

PROGRAM OBJECTIVES

To advise the President on policy, legislation, administration and regulation:

1. Carl D. Perkins Vocational Education Act
17. Employment Policy

To consult with Congress and Federal Agencies on policy, legislation, administration and regulation:

1. Carl D. Perkins Vocational Education Act
2. "Job Training Partnership Act" (JTPA)
3. Data on Employment Related Education and Training Programs
4. Unserved and/or Underserved Disability Groups
17. Employment Policy

To consult with and foster cooperation of agencies, groups, and organizations essential to the employment of people with disabilities:

4. "Job Training Partnership Act" (JTPA)
5. Supported Employment
8. Youth/Pathways
9. Adult Pathways
15. Cooperative Effort with State Committees
17. Employment Policy
28. Worksite Modification--Panel
45. Conference on People with Learning Disabilities
48. Federal Employment Seminar

To utilize to the greatest possible extent volunteers in the design and delivery of President's Committee programs:

6. World of Work
11. High School/High Tech
12. "Job Accommodation Network" (JAN)
15. Cooperative Effort with State Committees
28. Worksite Modification--Panel
35. Local Committees
47. Annual Meeting

To actively solicit the views of persons with disabilities and, where appropriate, parents, from throughout the Nation, and to reflect those perceptions in the direction and conduct of President's Committee programs:

42. Task Force on Women with Disabilities
43. Social Security Task Force
49. Minority Conference

GOAL 2

To provide information services to employers, labor, people with disabilities, and related organizations to strengthen awareness, understanding and support for employment of people with disabilities.

PROGRAM OBJECTIVES

To gather and disseminate technical assistance:

2. "Job Training Partnership Act" (JTPA)
3. Data on Employment Related Educational and Training programs
4. Unserved and/or Underserved Disability Groups
6. World of Work
7. Publications on Employment Preparation
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40. Meetings with Federal Agencies
41. Small Business Administration Training
44. AIDS in the Workplace
46. Task Force on Literacy
47. Annual Meeting
48. Federal Employment Seminar
49. Minority Conference
50. Insurance Concerns
51. Medical Issues
52. Health Programs

To increase employers, unions, and employee awareness and understanding of why and how to expand job opportunities for all people with disabilities:

13. "How To" Manual for Small Employers
14. Communication Initiatives
15. Cooperative Effort with State Committees
16. Trade and Professional Organizations
18. Communications with Labor Press
19. Labor-Management Cooperation in Employment of People with Disabilities
20. Rehabilitation Programs and Unions
21. Retaining, Retraining, Returning Workers with Disabilities
22. Disabled Dislocated Workers
23. Award program for Exemplary Union Activities
24. Letter to Union Presidents
25. Increased Organized Labor's Involvement
26. Technology in the Insurance Industry
27. Worksite Modification--A/V Presentation
48. Federal Employment Seminar

To promote adequate education and training of people with disabilities:

2. "Job Training Partnership Act" (JTPA)
3. Date on Employment Related Education and Training Programs
4. Unserved and/or Underserved Disability Groups
5. Supported Employment
6. World of Work
7. Publications on Employment Preparation
8. Youth/Pathways
9. Adult Pathways
11. High School/High Tech
45. Conference on People with Learning Disabilities
46. Task Force on Literacy
49. Minority Conference

To encourage technology transfer and training of people with disabilities:

12. "Job Accommodation network" (JAN)
26. Technology in the Insurance Industry
27. Worksite Modification--A/V Presentation
28. Worksite Modification--Panel
30. Support of Network of State Committees in Developing Technology Related Programs

representatives:

11. High School/High Tech
13. "How To" Manual for Small Employers
15. Cooperative Effort with State Committees
18. Communication with Labor Press
19. Labor-Management Cooperation in Employment of People with Disabilities
20. Rehabilitation Programs and Unions
21. Retaining, Retraining, Returning Workers with Disabilities
22. Disabled Dislocated Workers
23. Award Program for Exemplary Union Activities
24. Letter to Union Presidents
25. Increased Organized Labor's Involvement
26. Technology in the Insurance Industry

IV. STANDING COMMITTEES AND THEIR PROJECTS

The President's Committee on Employment of People with Disabilities maintains a structure of eight standing committees. The membership listings appear in Appendix "D".

The purpose of this section is to identify each of the eight standing committees, to list their mission statements and to list their 1989 "Work Plan" projects. This information is presented to familiarize the readers to the work of each subcommittee.

Not all "Annual Work Plan" projects are under the auspices of our eight standing committees. Those projects not reported below are being spearheaded by additional "task forces" or other organizational units of the President's Committee.

Here are the projects of each of the eight standing committees:

1. Disability and Employment Concerns Committee

The purpose of the Disability and Employment Concerns Committee is to identify, communicate and address issues and trends that impact or will impact on the employment of people with disabilities. This Committee provides the overall agency with consumer input on issues and recommendations.

2. Committee on Disabled Veterans

The purpose of the Committee on Disabled Veterans is to serve as national, nonpartisan forum for the coordination and development policies and programs to enhance employment and training opportunities for disabled veterans in both the public and private sectors.

The projects of this standing committee are:

36. Promotion of Non-competitive Hiring Authorities
37. Federal Contract Job Listing Programs
38. Disabled Veteran Drug and Alcohol Abuse As it Relates to Employment
39. Pre-separation Counseling
40. Meetings with Federal Agencies
41. Small Business Administration Training

3. Employer Committee


The purpose of the Employer Committee is: 1.) to increase, through employer activities, employment opportunities for people with disabilities; 2.) to develop projects and programs designed to promote the employment of people with disabilities; and, 3.) advise and assist the Chairman of the President's Committee on Employment of People with Disabilities on employment related issues.

The projects of this standing committee are:

11. High School/High Tech
12. "Job Accommodation Network" (JAN)
13. "How To" Manual for Small Employers
14. Communication Initiatives
15. Cooperative Effort with State Committees
16. Trade and Professional Organizations

4. Employment Preparation Committee

The purpose of the Employment Preparation Committee is to enhance and promote opportunities for education, training and work experience available to persons with disabilities.



The projects of this standing committee are:

1. Carl D. Perkins Vocational Education Act
2. "Job Training Partnership Act" (JTPA)
3. Data on Employment Related Education and Training Programs
4. Unserved and/or Underserved Disability Groups
5. Supported Employment
6. World of Work
7. Publications on Employment Preparation
8. Youth/Pathways
9. Adult Pathways
10. Professional Development

5. Labor Committee

The purpose of the Labor Committee is to promote the employment of people with disabilities through the resources of organized labor.

The projects of this standing committee are:

18. Communication with Labor Press
19. Labor-Management Cooperation in Employment of People with Disabilities
20. Rehabilitation Programs and Unions
21. Retaining, Retraining, Returning Workers with Disabilities
22. Disabled Dislocated Workers
23. Award Program for Exemplary Union Activities
24. Letter to Union Presidents
25. Increased Organized Labor's Movement

6. Medical, Health and Insurance Committee

The purpose of the Medical, Health and Insurance Committee is to examine and respond to medical, health and insurance issues as they affect job opportunities for people with disabilities.

The projects of this standing committee are:

50. Insurance Concerns of Workers with Disabilities
51. Medical Issues and Standards
52. Corporate Health Programs

7. State Relations Committee

The purpose of the State Relations Committee is to provide a formal structure to enable State Governors' Committees or State liaison organizations to bring issues and concerns to the attention of the President's Committee.

The projects of this standing committee are:

30. Support of Network of State Committees in Developing Technology Related Programs
31. State Committees' Survey
32. Electronic Mail
33. State Committees' Relationships
34. Orientation Package for New State Chairs and Directors
35. Local Committees

8. Work Environment and Technology Committee

The purpose of the Work Environment and Technology Committee is to encourage the environmental and technological accommodation of people with disabilities at the work place.

The projects of this standing committee are:

26. Technology in the Insurance Industry
27. Worksite Modification--A/V Presentation
28. Worksite Modification--Panel
29. Worksite Modification--Articles
30. Support of Network of State Committees in Developing Technology Related Programs

Presidential Documents

Title 3—

Executive Order 12840 of May 19, 1988

The President

The President's Committee on Employment of People With Disabilities

By virtue of the authority vested in me as President by the Constitution and laws of the United States of America, and in order to provide for the carrying out of the provisions of the Joint Resolution approved July 11, 1949, ch. 302, 63 Stat. 409, as amended, and the provisions of the Rehabilitation Act of 1973, P.L. 93-112, Section 501 (a)-(f), as amended, it is ordered as follows:

Section 1. *Establishment and Composition of the President's Committee.* (a) There is hereby established the President's Committee on Employment of People with Disabilities (hereinafter referred to as the Committee or as the President's Committee).

(b) The Committee shall be composed of a Chairman and not more than four Vice Chairmen, who shall be appointed by and serve at the pleasure of the President, and of so many other members as may be appointed thereto from time to time by the Chairman of the President's Committee from among persons (including representatives of organizations) who can contribute to the achievement of the objectives of the Committee. Members appointed by the Chairman shall be appointed for a term of 3 years and may be reappointed. The Chairman of the President's Committee may at any time terminate the service of any member of the President's Committee, except any member appointed by the President.

(c) The Chairman of the President's Committee, upon the advice of the Executive Committee (hereinafter provided for), may designate as, or invite to be, associate members of the President's Committee any heads of Federal departments or agencies that have responsibility for training and rehabilitation services or advocate activities touching the field of interest of the Committee or that are leading employers of individuals with disabilities.

(d) Representatives of business, industry, labor, private organizations, public agencies, other concerned organizations, and individuals with disabilities who are not members may be invited to attend meetings of the Committee.

Sec. 2. *Functions of the Committee.* The President's Committee shall provide advice and information as to the development of maximum employment opportunities for people who are physically disabled, mentally retarded, and mentally ill. To this end the Committee shall advise the President as to information that can be used by employers, labor unions, and national and international organizations, suggest programs for public education, and suggest methods of enlisting cooperation among organizations and agencies. Federal, State, and local officials, Governors' and local Committees on Employment of People with Disabilities, professional organizations, organized labor, and appropriate international organizations. In carrying out these functions vested in it by the Rehabilitation Act, as amended, the Committee shall be guided by the general policies of the National Council on the Handicapped and shall work closely with the Department of Labor, the Department of Education, the Department of Health and Human Services, the Veterans' Administration, State employment security agencies, and State vocational rehabilitation agencies.

Sec. 3. *Executive Committee.* (a) There is hereby established the Executive

Disabilities. The Executive Committee shall be composed of the Chairman of the President's Committee, who shall also be the Chairman of the Executive Committee, the Vice Chairman of the President's Committee, and so many additional members as will provide an Executive Committee of not less than 15 and not more than 30 members. The said additional members shall be appointed for a term of 3 years by the Chairman of the President's Committee from among the members of the President's Committee or otherwise. The Chairman of the President's Committee may at any time terminate the service of any member of the Executive Committee.

(b) The Executive Committee shall advise and assist the Chairman of the President's Committee in the conduct of the business of the President's Committee and, as authorized by the President's Committee or the Chairman thereof (with due regard for the responsibilities of other Federal agencies) shall study the problems of people with disabilities in obtaining and retaining suitable employment, invite authorities in the various professional, technical, and other pertinent fields to advise it in the exploration of those problems, and review plans and projects for advocating the employment of people with disabilities.

Sec. 4. Advisory Council. There is hereby established the Advisory Council on Employment of People with Disabilities, which shall advise the President's Committee with respect to the responsibilities of the Committee. The Council shall be composed of the Chairman of the President's Committee, who shall also be the Chairman of the Council, and of the following-named officers, or their respective alternates: Secretary of State; Secretary of the Treasury; Secretary of Defense; The Attorney General; Secretary of the Interior; Secretary of Agriculture; Secretary of Commerce; Secretary of Labor; Secretary of Health and Human Services; Secretary of Housing and Urban Development; Secretary of Transportation; Secretary of Education; Chairman, Equal Employment Opportunity Commission; Administrator of General Services; Director, Office of Personnel Management; Director, United States Information Agency; Administrator of Veterans' Affairs; and the Postmaster General.

Sec. 5. Administrative and Incidental Matters. (a) The President's Committee, the Executive Committee, and the Advisory Council shall each meet on call of the Chairman of the President's Committee at a time and place designated by the Chairman. In the case of the President's Committee and the Executive Committee, the Chairman shall call at least one meeting and two meetings respectively, to be held during each calendar year.

(b) In the absence of designation by the President, the Chairman of the President's Committee may from time to time designate a Vice Chairman of the President's Committee to be one or more of the following-named in the absence of the Chairman: Acting Chairman of the President's Committee; Acting Chairman of the Executive Committee, and Acting Chairman of the Advisory Council. The Chairman of the President's Committee shall from time to time assign other duties to the Vice Chairmen thereof.

(c) The Chairman of the President's Committee shall on behalf of the President direct the President's Committee and its functions.

(d) The Chairman may from time to time prescribe such necessary rules, procedures, and policies relating to the President's Committee, the Executive Committee, and the Advisory Council, and to their affairs, as are not inconsistent with law or with the provisions of this Order.

(e) The Vice Chairmen shall advise and counsel the Committee and shall represent the Committee on appropriate occasions.

(f) All members (including the Chairman and Vice Chairmen) of the President's Committee, the Executive Committee, and the Advisory Council shall serve without compensation. The Chairman and the Vice Chairmen of the President's Committee may receive transportation and per diem allowances as authorized by law for persons serving without compensation. Persons with

disabilities serving as Chairman or Vice Chairmen may be compensated for attendant expenses, consistent with government procedures and practices.

(g) Employees of the President's Committee shall be appointed, subject to law, and shall be directed by the Chairman of the Committee. To such extent as may be mutually arranged by the Chairman of the Committee and the Secretary of Labor, employees of the Committee shall be subject to the administrative rules, regulations, and procedures of the Department of Labor.

(h) The Department of Labor is requested to make available to the President's Committee necessary office space and to furnish the Committee, under such arrangements respecting financing as may be appropriate, necessary equipment, supplies, and services. The estimates of appropriations for the operations of the Committee shall be included within the framework of the appropriations structure of the Department of Labor, in such manner as the Director of the Office of Management and Budget may prescribe. The Chairman of the Committee, in cooperation with the Assistant Secretary for Administration and Management of the Department of Labor, shall be responsible for the preparation and justification of the estimates of appropriations for the Committee.

Sec. 6. Reporting. The President's Committee shall report annually to the President, who may apprise the Congress, and other interested organizations and individuals on the progress and problems of maximizing employment opportunities for people with disabilities.

Sec. 7. Prior Orders; Transition. (a) To the extent that this Order is inconsistent with any provision of any prior order, or with any provisions of any regulation or other measure or disposition, heretofore issued, made, or taken by the President or by any other officer of the Executive branch of the Government, this Order shall control. Executive Order No. 11480 of September 9, 1969, as amended, is hereby superseded.

(b) Without further action by the President or the Chairman of the Committee, all members, employees, records, property, funds, and pending business of the President's Committee on Employment of the Handicapped provided for in Executive Order No. 11480 of September 9, 1969, as amended, shall on the date of this Order become members, employees, records, property, funds, and pending business of the Committee established by this Order.

(c) The tenure of persons as members of the Committee in pursuance of the provisions of Section 7(b) of this Order, (i), in the case of persons appointed to the predecessor Committee by the President, shall be at the pleasure of the President, and (ii), in the case of other members, shall be for periods equal to their respective unexpired terms under Executive Order No. 11480, as amended, but shall also be subject to the provisions of the last sentence of Section 1(b) of this Order.



THE WHITE HOUSE,
May 10, 1988.

MEMORANDUM OF UNDERSTANDING

BETWEEN

THE PRESIDENT'S COMMITTEE ON EMPLOYMENT OF THE HANDICAPPED

AND

THE NATIONAL COUNCIL ON THE HANDICAPPED

I. PURPOSE

The purpose of this Memorandum of Understanding is to provide, in a spirit of cooperation, a mechanism for the President's Committee on Employment of the Handicapped to "be guided by the general policies of the National Council on the Handicapped" as provided by the "Rehabilitation Act Amendments of 1986."

In carrying out its legislative mandate, the National Council needs access to the plans for future programs and projects of the President's Committee, as well as a report of its annual activities. In order to respond to this need the President's Committee's Annual Work Plan and its Five Year Plan are reviewed by, and coordinated with, the policies and recommendations of the National Council on the Handicapped.

II. TERMS

A. Work Plans

1. Five Year Work Plan.

The Five Year Work Plan sets forth the direction and major priorities for the President's Committee including all of its standing committees and task forces. The Five Year Work Plan is the framework for action within which individual operating units are to devise more specific programs. The Five Year Plan is the responsibility of the Executive Committee of the President's Committee. It reflects leadership and direction from the top down.

2. Annual Work Plan.

The Annual Work Plan of the President's Committee represents the statement of work expected to be accomplished by its eight standing committees and other operating task forces. The Annual Work Plan is the response of the standing committees and task forces to the direction of the Five Year Plan. The Annual Work Plan is subject to the advise and consent of the Executive Committee.

B. Preparation of Work Plans

1. Each year during the Spring, the National Council on the Handicapped and the President's Committee on Employment of the Handicapped will work cooperately to identify key employment issues that deserve the attention and resources of the President's Committee. At this time, the President's Committee will formally request from the National Council on the Handicapped ideas and concerns to consider as it begins its deliberations on both its Five Year Work Plan and its Annual Work Plan.
2. Using this and other input the President's Committee will then update its Five Year Work Plan and add an additional year. It will then prepare a draft Annual Work Plan for the fiscal year beginning October 1 of the following year. Draft copies of the Five Year Work Plan and the Annual Work Plan will be provided to the National Council by September 1.
3. The National Council will review these Work Plans and provide comments to the President's Committee by November 1.
4. The President's Committee will prepare a final Five Year Work Plan and final Annual Work Plan that is agreeable to both organizations. The final Five Year Work Plan and final Annual Work Plan will be distributed in January, permitting formal presentation at the January meeting of the President's Committee Executive Committee and the winter meeting of the National Council.

C. Review of Annual Report

1. By December 1, of each year, the President's Committee will forward to the National Council an annual report of its past fiscal year's activities and accomplishments.
2. The National Council will review the annual report of the President's Committee and provide written feedback by February 1, to the President's Committee.

III. OTHER AREAS OF COOPERATION

- A. The President's Committee and the National Council shall, whenever feasible, work together on projects of mutual interest.
- B. Liaisons shall be established between the President's Committee and the National Council. A representative of the President's Committee shall be present at meetings of the National Council and a member of the National Council shall attend the President's Committee Executive Committee meetings.

The Chairs of the two organizations shall meet periodically to discuss items of mutual concern and the Executive Directors shall meet on a regular basis to share information and to coordinate a working relationship between the two agencies.

IV. GENERAL CONSIDERATIONS

- A. Nothing in this agreement is intended to diminish or otherwise impair the authority of either party to carry out its respective statutory functions.
- B. This Memorandum of Understanding may be amended by agreement of the parties in writing. It shall remain in effect indefinitely, but may be terminated by either party upon 30 days written notice to the other party.

For the President's
Committee on Employment of
the Handicapped

For the National
Council on the Handicapped

~~Harold Russell~~
Harold Russell, Chair

Date:

5/3/88

Sandra S. Parrino

Sandra S. Parrino, Chair

Date:

5/3/88

THE PRESIDENT'S COMMITTEE ON EMPLOYMENT OF PEOPLE WITH DISABILITIES
WASHINGTON, D. C.

FIVE YEAR WORK PLAN

INTRODUCTION

As The President's Committee on Employment of People with Disabilities plans for the next five years, it's important to review both current and expected national employment trends. The activities of this agency must fit into the larger scheme of things, if it is to effectively meet it's mission.

With this thought in mind, our planning begins in full view of the following trends and predictions. First of all, current employment literature tells us that the demand for labor is clearly on the rise and is expected to continue to rise through the rest of this century. More and more jobs are being created as our economy and the world's economy expand. It is expected that 20 million new jobs will be created in the United States by the year 2000.

As we experience this increase in demand for labor, our Nation's economy will continue to make its way through a dramatic shift from an industrial based economy to one based more and more on office and service occupations. This shift means that not only will our economy be seeking out more people to take up the new jobs created, but these workers will require different skills as we lose "blue collar" jobs and create many more "white collar" jobs.

While these forces play-out, employers are finding that their traditional labor pools or supplies can't support this expansion. In fact, the percentage of both youth in general and white male workers is decreasing dramatically.

At the same time that the usual or traditional labor sources for new employees diminishes in size, other nontraditional sources are growing. More and more women are available for work. Minority youth are increasing their percentage of the youth cohort. Elderly workers are increasing their share of the population. And, people with disabilities are an ever-increasing and under-utilized labor resource.

demand for labor with a reduction in the traditional labor supply provides nontraditional groups an exciting "window of opportunity" during which they can increase their share of the Nation's labor market.

This "window of opportunity", however, is expected to be both short lived and will not in and of itself guarantee the hoped for result. Two conditions must be met before our Nation's underutilized or nontraditional labor groups can make their way through the "window". The first is the requirement that these job applicants be qualified for the jobs that are begging for workers. The other is that we must be aggressive and quick with our response to this imbalance between labor demand and supply. If we are not, employers will find other solutions to their labor problems (automation, exporting of jobs, immigrant labor, etc.); or dramatic economic changes will occur to alter this scenario.

Thus, within the framework of our mission, "to achieve maximum employment opportunities for people with disabilities", the two guiding principles of our "Five Year Work Plan" are:

- 1.) to expand the employment related education and training opportunities available to people with disabilities; and,
- 2.) to provide employers with the information they need in order for them to better understand the potential that people with disabilities represent as a new or expanded source of labor or workers.

It is within this basic framework that the following "Five Year Work Plan" is designed to guide the President's Committee on Employment of People with Disabilities as it endeavors to reach its mission.

THE PLAN'S DESIGN

The five years covered by this "Five Year Work Plan" include the fiscal years of: 1990, 1991, 1992, 1993 and 1994. Since we have nearly completed our "Annual Work Plan" for fiscal year, 1989, it's necessary to start our "Five Year Work Plan" with next fiscal year, 1990.

There are several premises upon which this "Five Year Work Plan" is built. They are:

1. While the Plan cites "Recommended Priorities" and "Suggested or Recommended Projects" for each year covered by the Plan, this does NOT mean that the President's Committee will exclusively devote itself to these areas of concern during a particular year. Instead, we will strive to maintain a balanced program addressing all the issues and concerns covered by our agency's mission. The highlighted "Priorities" and "Projects" cited in this "Plan" are intended to give our agency a special emphasis in addition to our continual emphasis on the full range of issues facing people with disabilities in employment.
2. This "Five Year Work Plan" is dynamic. Each year during the time of our January Executive Committee meeting, or more often, if deemed necessary, the Executive Committee of the President's Committee will review the particulars of the Plan and alter, adjust, delete or add items based on both their best judgment and current circumstances.
3. As we look ahead to the future years of the "Five Year Work Plan", we will anticipate the future years' priorities by taking up appropriate planning steps designed to provide the agency with the data and information necessary to be effective when future years' priorities take effect. Conversely, as a particular year concludes, and its priorities end, we will engage in both follow-up and long-term activities designed to maintain an appropriate level of effort in past priorities. In other words, our priorities for each year are not confined to that year alone. We will both prepare for and follow on all priority concerns.
4. The priorities of the "Five Year Work Plan" will influence the theme setting in all related President's Committee contests, meetings and observances (National Disability/Employment Awareness Month).
5. It is our hope that the maintenance of a "Five Year Work Plan" will not only provide our operating units with the opportunity to plan for the future, but it will also provide the cooperating State Committees and other cooperating organizations with the opportunity to coordinate their future programs with ours.

The structure of the "Five Year Work Plan" is as follows. During each of the five years covered by the Plan, three subject divisions will be listed. These are: I.) Recommended Priorities; II.) Suggested or Recommended Projects; and, III.) Planned Projects.

I. Recommended Priorities

The first part or component of each of the fiscal years covered by our "Five Year work Plan" is titled Recommended Priorities. This section of the Plan lists the special subject areas that the Executive Committee directs the President's Committee to concentrate on during a particular fiscal year. Each fiscal year will have four (4) "recommended priority" areas. One will come from each of the following categories:

1.) Target Population...

Target populations or under-served populations include subsets of the disability population who could benefit from an added emphasis with respect to employment related services or support.

2.) Delivery Systems...

Delivery Systems include those agencies or service providers who have the potential to provide or improve their employment related training services to people with disabilities.

3.) Employment Opportunities...

Employment Opportunities include occupational areas with a high potential for employing people with disabilities.

4.) Public Policy...

Public policy issues or challenges include all legislative, regulatory and administrative considerations necessary to facilitate equal employment opportunities for people with disabilities.

II. Suggested and Recommended Projects

The second subject addressed by the "Five Year Work Plan" is titled, Suggested or Recommended Projects. The items listed here include ideas (suggestions) or direction (recommendations) made by the Executive Committee for actual projects to be undertaken by one or more of our operating units or by the President's Committee at large. The two levels of recommended projects 1. "Suggested" and 2. "Recommended", offer two levels of direction. The first, "suggested projects", indicates activities that the Executive Committee would like to have considered, but will defer to the judgment of our operating units for final adoption. The second level of recommended projects offers a higher degree of direction. "Recommended projects" are activities that the Executive Committee wants to see implemented. It would then be up to our operating units to determine how to accomplish the "recommended projects" rather than whether or not to actually pursue them. Task Forces of the Executive Committee may be utilized to either undertake or oversee progress on these suggested or recommended projects. Suggested or Recommended Projects may not yet be identified for the later years of the "Five Year Work Plan".

III. Planned Projects

The third subject is titled Planned Projects. This section lists those activities or projects that standing committees, task forces or other operating units of the President's Committee have already mapped out for themselves during the out years covered by the "Five Year Work Plan". Planned Projects may not yet be identified for the later years of the "Five Year Work Plan".

THE PLAN

Fiscal Year 1990 (1st Year)

Advances in both technology and medicine continue to challenge us all to keep pushing back the boundaries limiting employment opportunities for persons with severe disabilities. With each advance, more and more becomes possible. However, what is possible will only happen when programs, policies and awarenesses match the potential that these new advances make possible. This process represents a continuing challenge. During this fiscal year, the President's Committee will focus on activities and programs that seek to advance awareness of and support for increased employment opportunities for persons with severe disabilities.

Recommended Priorities

1. Target population--
Persons with Severe Disabilities
2. Delivery system--
Integrated Systems (Interagency Cooperation)
3. Employment Opportunity--
Placement, Upward Mobility and Career Development
4. Public Policy--
A National Employment Policy

Suggested or Recommended Projects (Executive Committee Task Forces)

1. Social Security Programs
2. New Technology Applications
3. White House Conference on Aging

THE PLAN (1990 Continued)

Planned Projects

Standing Committees, task forces, or other operating units' abbreviations are as follows:

DEC = Disability & Employment Concerns
CODV = Committee on Disabled Veterans
EPC = Employment Preparation Committee
EC = Employer Committee
LC = Labor Committee
MHIC = Medical, Health & Insurance Committee
SRC = State Relations Committee
WETC = Work Environment & Technology Committee

1. Promote local replications of "High School/High Tech" program among State Committees (Employment Preparation Committee -- (EPC, SRC & EC).
2. Publish a service providers directory of employment preparation programs and services for people with disabilities (EPC).
3. Follow up with additional projects to key issues documented in policy study on employment preparation programs (EPC).
4. Determine the need for regional meetings on Supported Employment programs; and, if needed, conduct. (EPC).
5. Publish new titles augmenting the President's Committee's publications on work preparation (EPC).
6. Conduct local "adult" focused "Pathways to Employment" meetings (EPC).

THE PLAN (Continued)

Fiscal Year 1991 (2nd year)

The regional conferences sponsored by Howard University, The National Council on the Handicapped, and The President's Committee dealing with the employment needs of minority and economically disadvantaged individuals with disabilities has documented the need for greater attention to this area of concern. During this year, the President's Committee will focus on issues documented during this process. Concurrently, this year we will focus on those service delivery programs that can support the employment related needs of economically disadvantaged persons with disabilities. These include the "Job Training Partnership Act" program, welfare programs, and more. Also, small business employers will be a priority concern for the year.

Recommended Priorities

1. Target Population--
Economic Disadvantaged Persons with Disabilities
2. Delivery System--
Welfare System, including JTPA
3. Employment Opportunity--
Small Business Employers
4. Public Policy--
Incentives to Employment

Suggested or Recommended Projects (Executive Committee Task Forces)

1. Not yet identified
2. Not yet identified
3. Not yet identified

Planned Projects

1. Not yet identified
2. Not yet identified
3. Not yet identified

THE PLAN (Continued)

Fiscal Year 1992 (3rd Year)

This year will mark the fifteenth anniversary of the full implementation of Public Law 94-142, "The Education of All the Handicapped Children Act". The significance of this anniversary is that it will mark the "aging-out" or turning 21 years of age for the first class of students in special education who enjoyed the protection of this legislation during their full educational tenure. During this year, we will mark this milestone by focusing on the employment related needs of youth with disabilities. Additionally, during this year we will focus on union apprenticeship training programs.

Recommended Priorities

1. Target Population--
Youth with Developmental Disabilities
2. Delivery System--
Secondary/Postsecondary Education
3. Employment Opportunity--
Union Apprenticeship Training programs
4. Public Policy--
Education and Training Policy

Suggested or Recommended Projects (Executive Committee Task Force)

1. Not yet identified
2. Not yet identified
3. Not yet identified

Planned Projects

1. Not yet identified
2. Not yet identified
3. Not yet identified

PLAN (Continued)

Fiscal Year 1993 (4th Year)

en with disabilities participate in the labor force at a lower
e than do men with disabilities. In an effort to help increase
r involvement, the President's Committee will focus on efforts
igned to increase women with disabilities' participation in the
t force. Additionally, during this year, a special focus will be
ed on our Nation's higher education system in order to help
ease its potential to serve students with disabilities. And, we
focus on the potential of the federal government to employ both
n and men with disabilities.

Recommended Priorities

Target Population--
Women with Disabilities

Delivery System--
Higher Education

Employment Opportunities--
Federal Employers

Public Policy--
Affirmative Action

Suggested or Recommended Projects (Executive Committee Task Forces)

Not yet identified

Not yet identified

Not yet identified

Planned Projects

Not yet identified

Not yet identified

Not yet identified

THE PLAN (Continued)

Fiscal Year 1994 (5th Year)

The combined reality of an aging work force with an increased need for elderly persons with disabilities to have an opportunity to work, intensifies the employment related needs of elderly persons with disabilities. During this fiscal year, the President's Committee will focus its efforts on the employment needs of elderly persons with disabilities. In addition, we will engage in efforts designed to increasing both adult and continuing education programs' ability to serve both elderly adults with disabilities as well as all persons with disabilities.

Recommended Priorities

1. Target Population--
Elderly Adults with Disabilities
2. Delivery System--
Adult Education/Continuing Education
3. Employment Opportunity--
County and Municipal Employers
4. Public Policy--

Suggested or Recommended Projects (Executive Committee Task Forces)

1. Develop aging/disability coalitions
2. Not yet identified
3. Not yet identified

Planned Projects

1. Not yet identified
2. Not yet identified
3. Not yet identified



The President's Committee on Employment of People With Disabilities

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Dignity, Equality, Independence Through Employment

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ADVISORY COUNCIL

The Secretary of State
The Secretary of the Treasury
The Secretary of Defense
The Attorney General
The Secretary of the Interior
The Secretary of Agriculture

The Secretary of Commerce
The Secretary of Labor
The Secretary of Health
and Human Services
The Secretary of Housing
and Urban Development

The Secretary of Transportation
The Secretary of Energy
The Secretary of Education
The Chairman of the Equal Employment
Opportunity Commission
The Administrator of the General
Services Administration

The Director of the Office
of Personnel Management
The Director of the United States
Information Agency
The Administrator of
Veterans Affairs
The Postmaster General

EXECUTIVE COMMITTEE MEMBERS

CHAIRMAN

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2. Committee on Disability and Employment Concerns
3. Employer Committee
4. Employment Preparation Committee
5. Labor Committee
6. Medical, Health and Insurance Committee
7. States Relations Committee
8. Work Environment and Technology Committee

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MISSION

To encourage employers, the medical profession, and other interested parties to adopt and utilize practices that will facilitate the hiring and progression in employment of qualified handicapped individuals.

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THE PRESIDENT'S COMMITTEE ON EMPLOYMENT OF PEOPLE WITH DISABILITIES
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STATES RELATIONS COMMITTEE

MISSION

To provide a formal structure to enable State Governors' Committees on Employment of the Handicapped or State liaison organization to bring issues and concerns to the attention of the President's Committee. The Committee will assist states in matters concerning employment, plans, programs, issues, legislation, research and publications.

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